

# Supplier Code of Conduct

Boral recognises that purchasing and supply decisions can have a social, economic and environmental impact. Accordingly, one of the key elements of Boral's Sustainable Procurement Policy is to ensure that all existing and potential suppliers are aware of and comply with the principles and standards set out in this Supplier Code of Conduct.

Suppliers must comply with applicable local and national laws and regulations and Boral expects suppliers to adhere to the following standards:

## Health & Safety

All suppliers are to provide working conditions that comply with applicable laws and regulations for the health and safety of all people involved in their business as well as meet any Boral pre-qualification requirements.

## Modern Slavery

Suppliers shall not engage in any practices that constitute modern slavery including: people trafficking, slavery, servitude, forced labour, debt bondage, forced marriage and deceptive recruitment.

## Child Labour

Suppliers shall comply with International Labour Organisation Convention 138 with regard to the minimum age of workers. No child or minor shall be subject to economic exploitation, including through work that is likely to be hazardous or harmful to their health, safety and wellbeing.

## Ethical Standards

Suppliers must not be associated with any organised crime, terrorism, corruption, bribery or fraud.

## Sustainability Reporting

Suppliers shall supply to Boral, if requested, all reasonable data necessary for Boral to meet its sustainability objectives and commitments, which may include (but not be limited to) health and safety outcomes, gender diversity, environmental outcomes, and greenhouse gas emissions and energy consumption relating to supplied services and products.

## Employee Compensation

Suppliers shall compensate their workers with wages and benefits that meet or exceed the legally required minimum.

## Non-Discrimination

Suppliers shall not subject any employee to discrimination in employment on the basis of gender, marital status, race, religion, age, disability, sexual orientation, nationality, and political opinion, social or ethnic origin.

## Management of Environmental Impacts

Suppliers must manage, and be able to demonstrate their management of, their environmental impacts with respect to energy and greenhouse gas emissions, water, waste, hazardous materials, air emission and chemicals.

## Environmental Regulatory Compliance

Suppliers must meet all applicable laws and regulations whether local or national. All their activity must be covered by relevant environmental permits and licences.

## Non-retaliation

Suppliers must respect and recognise that none of its workers will be disadvantaged for exercising their basic human rights, submitting grievances or reporting legal violations in the workplace.

## Harassment and Abuse

Suppliers shall not tolerate any form of abuse, verbal harassment, bullying or intimidation against any of their employees or anyone who works with them.

Boral reserves the right to monitor suppliers by either direct or third party audit to ascertain compliance with our Supplier Code of Conduct.